

Marty W. DAN

1/18

J. Noonan

2378

- discuss with Mike about hours available to do research
not suggest
- should take another semester
her priority should be research
but Mike claims he told her
her priority should be classes
- [redacted]
 - Mike yelling
 - decided to completely cut fin

Actions

- o asked Dan to consider whether taking on [REDACTED] would distract him from his research goals
- o if she does do research w/ Dan, avoid interacting w/ Mike (he plans to take over the project)
- o asked Dan to let [REDACTED] know that if he feels the interaction was unprofessional or inappropriate, he should contact me or Linda W.



CONFIDENTIAL

[REDACTED] Noonan

1/25

Met w/ [REDACTED]

Expressed concern about encounter w/ Noonan w/ her dad from yr. Asked her if she was OK w/ how situation resolved. She feels it's best to avoid interact w/ Noonan + it will not continue research w/ Hauser - "it would be unfair to Hauser law to be exposed to tension + possible org."

Asked her future plans

- Internship @ SPEAR
- dreamed of being a VET; but bc of interactions w/ Noonan cannotathom 4 more years of schooling
- worried that he will neg impact application b/c of his contacts w/ Vet School
- history of making her + others feel her disrespected
- she has felt disrespt/intimidate since freshn. - may compensation issues
- may consider "crossed the line"

→ We discussed option

{
online
IT
/ I can report

Emphasized that she would be
protected from retaliation

→ [REDACTED] also mentioned other forms
in team feel same but are scared to
come forward. One discussed option
situation w/ other [REDACTED] faculty
nothing appears to happen, so
discouraged.

discussed w/ Linda

① email
② encourage to

- encourage her to contact

Linda

- Sue + self met w/ Dean on Wed

2/6 [REDACTED] Tuhovak/Mooney

Met w/ Linda + reported student concerns about giving names. She indicated she had also met with her. She had not yet met w/ Dean ~~to~~ discuss situation. She encouraged student to meet directly with her. ~~Her~~ ~~and~~ everything will be confidential. Her ~~concerns~~ w/ Mike will be very general.

Tuhovak

Met w/ her to update her on program + reassure her any discussion will be very general.

She mentioned ~~to~~ Owy Tigr - had a discussion w/ student. They will make a statement about what ~~to~~ occurred during trip to India if needed, but are concerned about impact on [REDACTED] (also does research w/ Mike). They are worried she will not be a co-author on paper. It ~~asked~~

She also said concerned about Mikal's response to conv w/ Dean + Linda. She I asked if [REDACTED] + [REDACTED] one ever spoke w/ Mike. She thought they drove together + separated from Mike to Maine Land. Once these research team splits up [REDACTED] work w/ Sealins [REDACTED] + Mike work w/ whales. There may be some time in trainers room while wait for whales to get ready. I said Natasia to let know she should minimize alone time + if she gets unsafe to let her know.

(planned on meeting next week)

→ called Pete - asked him to meet w/ Linda ASAP to discuss situation. He suggested I talk w/ Mike - [REDACTED] I said I can't get specific w/ what I'm asking other than knowing who [REDACTED] reported.

2/9/19

grad Fall 20

- concern about film footage
- " about research
- } back-up
 Canisius property
- 2 hrs / 5 days meet
- favoritism about what research you'd defend my ass
- no conversation w/ students
- lately no big benders
 do you want to close door
 "oh baby"
- Cultural insensitivity
 * rude interaction w/ students
- Verbal abuse
 "pulled an [REDACTED]" when someone
 did something stupid
 → Lutec [REDACTED] Scammy [REDACTED]

CONFIDENTIAL

- Summer

- 2 week ~ sick
- or a good day, friend
kept paying
Are u OK
- Is everything OK down there?
- Happened for days

- Bash my religion

- why do we believe
we wouldn't allow an emblem
on poster - G's suit - de Valuer, Resent

Emotional manip / Power

- asked for a ride from mom
OK ride from airport

- 30 yr old girl would u date
a woman 40yr old?

- Have u ever been voice by girl

Trav. const

- internal supporters
- like how use sepository
demonstrated position
- seemed to set up for discussion
- 15% cap do b left offered to
do it 10, then

CONFIDENTIAL

Canisius 00578

- [REDACTED] as pet name
- 15 min
- offered massage shoulder
- No boundaries
 - Especially bad over Indian Trip
 - "creepy touchy feely"

Take my cell phone & in case in
situation in building where

CONFIDENTIAL

Canisius 00580

Feb 11th

Plants/Soc

Vertebrate Research team

[REDACTED] make a statement

nobody wants to ruin it for everybody else

protected people to letter of reservation

"VERbal abuse"

when ~ { "stupid"
in bad
Model

unpredictable

did follow instant even though

"not good enough"

frequent in front of research team

"CRAVE, PRAISE"

feels like "grooming"

CONFIDENTIAL

Canisius 00582

- crosses teacher/student relationship:
 - VERY personal ?'s , made feel uncomfortable
"What would u date some day?"
 - Advice on dating
 - Sexual jokes
 - Student fixture + asks class how he should handle
- inappropriate touch:
 - asking students to stretch knee
 - Benches in zoo
 - Long day in office
 - Braiding hair

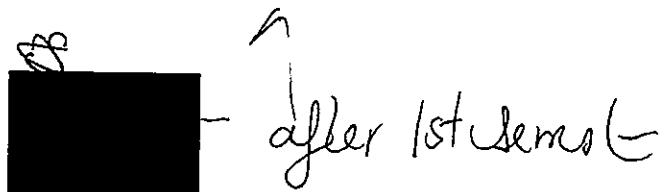
Even though said want, didnt stop
- clipped uphms down shirt
even when said did not to
- too helpful
- uses students as cane/crutch
- is it ok to go on dates w/ student that said (now divorced)

CONFIDENTIAL

Canisius 00584

Very calculating/psy manipulation

Knows when to flip
Simplicity wants to be more len



180 from psy in classroom
+ research side

- Even when psy don't want to go to Rose of still add
- { 1st 30 min → this is trash
2nd 30 min → can be used

SEX EV + Bel
questionnaire

Shared
data w/ char

Gave a handout w/ memb
of farm
sex

— how many have a br w/

— do u use prot

— HAVE u done q. w/ animal

CONFIDENTIAL

→ sniffing tshirts / pheromone
based on study
he keeps t-shirts

→ inappropriate
summer shows

- is contacted Linda,

creepersession

Ignatian Sch / Cate?

3. → Grs

Debbie Silver

{ plan of action to protect our
student
getting proj. out, letter of recomm. }

Project Tiger

CONFIDENTIAL

Canisius 00588

→ consequences on ~~the~~ coursework

• Project Tiger

FT-5

week minimize impact
research credit

• Social Org of Tamil

- can't be in classroom \ominus sometimes

• someone else teach class

or transfer student

only to people who file complaint

SUSPEND - across the board

→ Contact clause

→ you must vacate area if see other person

→ Condition

or term of suspension

→ need to other
understand
utilization

- If insist on count student,

→ { help to get home }

→ Psy / ~~off~~

- < } : clinically - didn't consider taking to local
 : ~~not~~ healthcare

< these worn have it out for me - - .

Process of suspension

signed contract to give him medical

- Men on ~~trip~~?

CONFIDENTIAL

cc SUE

306 - Chair's Office

then

down Mr. Peg Petluk close office

Dr. Noonan-Next Steps-2-14-19

Agent

Oncing unit

9-10-19

Thursday

- Address academic backup plan for all area-class, research team, work study students and Project Tiger

- IT back up plan

- Film Footage from Project India

- Clarify document signed when students travel to India-medical authority

- Clarify if any male students participate in research, work study or Project India

- Dr. Hogan to schedule meeting with Dr. Noonan for 2/15-9am in Psychology Conference Room

- Dr. Hogan to e-mail students early Friday AM to advise them of the meeting and provide additional information on retaliation-who to contact

- Linda Walleshauser and Jennifer Skowron to meet with Dr. Noonan-LW to investigate-JS witness and notetaking

- Provision of harassment and discrimination policy and the NYS sexual harassment policy with retaliation language highlighted-stress that immediate disciplinary measures will be taken for any retaliation

- Public Safety present in building-JS to coordinate

- Advise at the end of the meeting to have him exit the building and that he will receive a phone call at noon advising him regarding next steps

- Collect keys and ID for the remainder of the investigation process

- Advise that he is to have no contact with any member of the Canisius community particularly any students during this process

- Meet with Peg immediately following to share results of the investigation

- Confirm if any other action is required based on the faculty handbook

- Dr. McCarthy/President Hurley determine decision

- Call with legal if needed

- Dr. McCarthy/LW call Dr. Noonan

- Dr. Hogan to provide general update to students-assure that they will have no interruption in academics

- LW to follow up with students via e-mail to reiterate importance of immediate notification regarding any retaliation by Dr. Noonan

→ Research stu

LW

→ e-mail - automatic reply

to author original

CONFIDENTIAL

Canisius 00592

1. Contact students once race

group mail text
Rep. Emily

Dr. Noonan is → leave out this time

Dr. Noonan has been advised
that any retaliation is not acceptable
Please contact either Dr. Margolis
Mrs. Wallenbachshausen or myself
immediately if any
retaliatory contact occurs.

IN

Sue. 480-6805

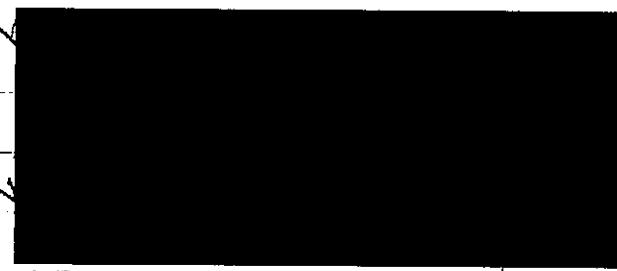
Faculty: 12'00
Effective
to Dr. Noonan is on a leave
at this time. More info
will be provided as
it becomes available

CONFIDENTIAL

LIZY Englehardt

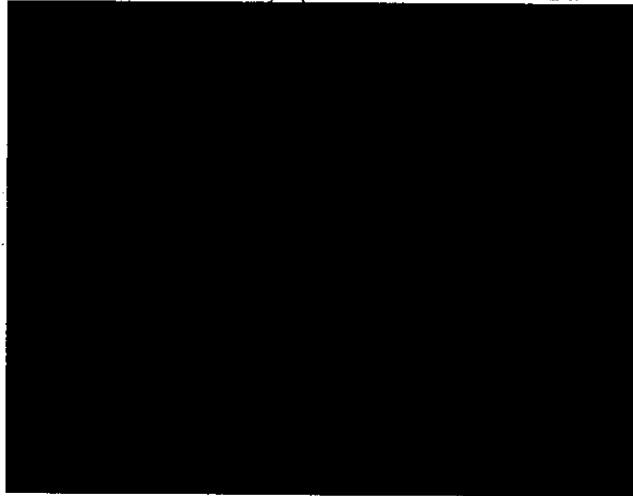
→ Debra Boucher

→ Natassia Tuhorak



Hannah Whelan

→ Cassidy Wool



Sierra

(2/22/19)

→ out of the loop

. Better communication

"Legallyurable" to discuss
outputProject Tigr→ work on this
→ a documentary - (25, 30) (Summer)

→ 2 video series Fall/Spring of 2019

} YouTube
 - 10 → 2 min → imp
 after
 2019

→ Mentorship

. wt plan Margolis

. Mentorship

Digital media

Video Institute

→ Hannah

Sienna

Work-Study

- See what I need to

Margolis

Contract w/

2011 2012

CONFIDENTIAL

5/4/19

→ Nassia

- told her meeting pushed back to 3/31
- concerned w/ lack of communication w/ students
- yes, like students aren't interested
- requested a meeting w/ HR - I/WI denied - I/WI will make a good idea
- HR should have contacted Haderick prior to 1st meeting w/ Mike to let them know what they should not be in touch w/
- discussed having w/ meeting w/ HR after getting feedback from Haderick

~~CONFIDENTIAL~~